

Professional Commitment: Study of More and Less Experienced Teachers

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Abstract

This paper studied the level of professional commitment of teachers teaching in senior secondary schools of Sonipat, Haryana. The data were collected using scale for professional commitment on teachers from four government schools situated in Sonipat district of Haryana state. In this study both male and female teachers were selected according to their experience. No significant differences were found among these. t – test was used for calculation purpose and the level of significance used was .01 %. It was found that more experienced teachers can change the society because they are more aggressive towards their work or towards their areas of commitment.

INTRODUCTION

Everyone knows this statement that the progress of a country depends upon the students and the students are followed by the teachers. So the progress of country directly goes to the teacher. But here in India the teachers are less serious among their job. They don't want to stand like soldiers. Some are serious but in vain. The present system of education needs many changes if it is to meet the purpose of modern democratic and socialistic society. This is a well known fact that the developed countries are conducting experiments and founding new ideas for making education more effective. Now its our turn to show other countries that we are not behind them but for this our teachers have to leave their Alienation only then we can come in the race of developed countries. For improvement, government is running many programs time to time.

Many research studies were done on professional commitment in different areas. Baugh & Roberts (1994) studied professional and organizational commitment among engineers in relation to job performance and satisfaction and revealed that individuals high on both forms of commitment were also high on level of satisfaction and performance. Bogler & Somech (2004) examined the distinctive relationship of teacher's professional and organizational commitment with participation in decision-making and with organizational citizenship behavior. It was pointed out that participation in managerial domain was positively associated with both the professional and organizational commitment whereas participation in the technical domain was positively related with only teacher's professional commitment. Sylvester in 2010 studied that the factors like gender, location of institute, educational qualification and experience of teaching of teacher educator have no impact on their attitude towards teaching profession as well as level of job satisfaction. Choudhary in 2007 found that no significant relationship exists between professional awareness and job satisfaction of college teachers.

Objectives:

1. To compare the professional commitment of male and female teachers in relation to different area of commitment.
2. To compare the professional commitment among more and less experienced teachers in relation to different areas of commitment.

Hypothesis:

1. There is no significant difference in professional commitment of male and female teachers in relation to different area of commitment.
2. There is no significant difference in professional commitment among more and less experienced teachers in relation to different areas of commitment.

Methodology

Sampling Design

The sample comprised of 95 teachers (35 male and 60 female) belonging to government and non-government schools, out of them 65 teachers were more experienced (having more than 15 years experience) and 30 teachers were less experienced (having less than 15 years experience) selected randomly from four schools of district Sonapat, Haryana.

Tool of Research

Professional commitment scale for teachers by Dr. Ravinder Kaur , Dr. Sarbjit Kaur Ranu and Mrs. Sarvjeet Kaur Brar. It consists of 45 items and divided into five categories as their area of commitment.

Procedure

Descriptive survey method of research was employed for the present study.

Statistical techniques employed

t-test was used for testing the hypotheses for the significance of mean difference in the professional commitment of various groups was compared.

Analysis of data

Table 1:Professional commitment of male and female teachers in different areas of commitment

| Area of Commitment | Gender | N | Mean | S.D. | t-value | Level of Significance .01 |
|----------------------------------|--------|----|-------|--------|---------|---------------------------|
| Commitment to the Learner | Male | 35 | 35.71 | 0.7559 | 0.2134 | Not Significant |
| | Female | 60 | 37.83 | 5.4910 | | |
| Commitment to Society | Male | 35 | 38.28 | 4.4293 | 0.4195 | Not Significant |
| | Female | 60 | 38 | 3.5929 | | |
| Commitment to Profession | Male | 35 | 30.14 | 3.7161 | 0.2681 | Not Significant |
| | Female | 60 | 32.41 | 4.8328 | | |
| Commitment to Achieve excellence | Male | 35 | 33.42 | 2.5725 | 0.3096 | Not Significant |
| | Female | 60 | 35 | 3.9548 | | |
| Commitment to Basic Human Values | Male | 35 | 33.28 | 3.6839 | 0.0125 | Not Significant |
| | Female | 60 | 35.5 | 5.1345 | | |

Here in this scale 5 areas of commitment are used of male and female teachers.

1st area is the Commitment to the Learner. In this area the mean value of male teachers is 35.71 and that of female teachers is 37.83 and the value of standard deviation is 0.7559 and 5.4910. The t- value is 0.2134 which is not significant at .01.

2nd area of commitment is commitment to Society. In this area the mean value of male teachers is 38.28 and that of female teachers is 38 and the value of standard deviation is 4.4293 and 3.5929. The t- value is 0.4195 which is not significant at .01.

3rd area is the Commitment to Profession. In this area the mean value of male teachers is 30.14 and that of female teachers is 32.41 and the value of standard deviation is 3.7161 and 4.8328. The t- value is 0.2681 which is not significant at .01.

4th area is the Commitment to achieve excellence. In this area the mean value of male teachers is 33.42 and that of female teachers is 35 and the value of standard deviation is 2.5725 and 3.9548. The t- value is 0.3096 which is not significant at .01.

5th area is the Commitment to Basic Human Value. In this area the mean value of male teachers is 33.28 and that of female teachers is 35.5 and the value of standard deviation is 3.6839 and 5.1345. The t- value is 0.0125 which is not significant at .01.

from the above results it is clear that except the commitment to the society in all areas the female have more value of mean and standard deviation i.e. they are more aggressive towards their work. In case of society the males are more aggressive as compared to females.

Table 2:Professional commitment among more experienced and less experienced teachers in different areas of commitment

| Area of Commitment | Experience | N | Mean | S.D. | t-value | Level of Significance .01 |
|----------------------------------|-----------------|----|-------|--------|---------|---------------------------|
| Commitment to the Learner | More Experience | 65 | 37.61 | 5.2367 | 0.1545 | Not Significant |
| | Less experience | 30 | 34.83 | 2.8577 | | |
| Commitment to Society | More Experience | 65 | 37.92 | 3.6391 | 0.4079 | Not Significant |
| | Less experience | 30 | 36.83 | 1.9407 | | |
| Commitment to Profession | More Experience | 65 | 32.61 | 4.8051 | 0.0837 | Not Significant |
| | Less experience | 30 | 29.33 | 2.8751 | | |
| Commitment to Achieve excellence | More Experience | 65 | 35.46 | 3.5027 | 0.0346 | Not Significant |
| | Less experience | 30 | 32.16 | 2.4832 | | |
| Commitment to Basic Human Values | More Experience | 65 | 36.69 | 6.1560 | 0.2279 | Not Significant |
| | Less experience | 30 | 34.16 | 2.6394 | | |

1st area is the Commitment to the Learner. In this area the mean value of more experienced in every area of commitment that is found more effective.

CONCLUSION

The t- value is 0.1545 which is not significant at .01. 2nd area is the Commitment to Society. In this area the mean value of more experienced teachers is 37.92 and that of less experienced teachers is 36.83 and the value of standard deviation is 3.6391 and 1.9407. The t- value is 0.4079 which is not significant at .01.

3rd area is the Commitment to Profession. In this area the mean value of more experienced teachers is 32.61 and that of less experienced teachers is 29.33 and the value of standard deviation is 4.8051 and 2.8751. The t- value is 0.0837 which is not significant at .01.

4th area is the Commitment to Achieve excellence. In this area the mean value of more experienced teachers is 35.46 and that of less experienced teachers is 32.16 and the value of standard deviation is 3.5027 and 2.4832. The t- value is 0.0346 which is not significant at .01.

5th area is the Commitment to basic Human value. In this area the mean value of more experienced teachers is 36.69 and that of less experienced teachers is 34.16 and the value of standard deviation is 6.1560 and 2.6394. The t- value is 0.2279 which is not significant at .01.

From the above result it is clear that more experienced teachers are good in every area of commitment i.e. the teacher whose experience is more is more committed to his /her commitments

Here in this study the researcher has done his study on a total of 95 teachers of senior secondary schools situated in sonipat district of Haryana state four government schools were selected at randomly and gather the data from various teachers. it was found that the male teachers are more aggressive towards their society i.e. they are more social as compared to females. While the females are more aggressive towards the learners ,profession, achieve excellence as well as basic human values. however if we talk towards the experience than the teachers with more experience are more attentive as well as aggressive towards their work ,commitments to the learner ,commitment to the society, commitment to their profession, commitment to achieve excellence and basic human values.

In short we can say that with more experience the people get more committed to their profession because he/ she has the knowledge about his profession and knows better the value of his profession. here the study was done on teachers and more experienced teachers are more aware about the situations and they can change the students and make a nation great.

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